

Health and Care (Staffing)(Scotland) Act Childminding webinar 2



The webinar will begin at 6.30pm and will be recorded so please keep cameras and microphones off



Safe staffing programme

Health and Care Staffing (Scotland) Act 2019

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Webinar overview

Health and Care (Staffing)
(Scotland) Act

Part 1 of the Act

Q&A



Guiding principles of the Health and Care (Staffing) (Scotland) Act 2019

Part 1 (a) The main purposes of staffing for health and care services are:

To provide safe and high-quality services

To ensure the best care outcomes for people who use services



Part 1(b) Main principles:

Staffing is to be arranged while:

1) Improving standards and outcomes for service users

2) Taking account of the particular needs, abilities, characteristics and circumstances of different service users

3) Respecting the dignity and rights of service users

4) Taking account of the views of staff and service users

5) Ensuring the wellbeing of staff

6) Being open with staff and service users about decisions on staffing

7) Allocating staff efficiently and effectively

8) Promoting multidisciplinary services as appropriate



Part 1(b) Main principles:

Staffing is to be arranged while:

1) Improve children's outcomes

2) Meeting children's individual needs and enabling them to fulfil their own potential

3) Respecting children's dignity and rights

4) Taking children's views into account (and assistants if applicable)

5) Looking after your own wellbeing (and assistants if applicable)

6) Open communication with children about decisions on care arrangements (and assistants if applicable)

7) Recognising what I can accomplish as a sole provider and managing my time (and assistants if applicable)

8) Building relationships and working with other agencies to support children and families in my care



2. Taking account of people's needs, abilities, characteristics and circumstances

Current examples in practice.....



2) Meeting children's individual needs and enabling them to fulfil their own potential



**Health and
Social Care
Standards**
My support, my life.



Health and Social Care Standards

2.17 Fully involved in developing and reviewing my personal plan, which is always available to me.

3.18 Supported and cared for sensitively by people who anticipate issues and are aware of and plan for any known vulnerability or frailty.

4.27 Experience high quality care and support because people have the necessary information and resources.

Quality Framework

1.1 Nurturing care and support

1.3 Play and learning

3.1 Quality assurance and improvement are led well



3. Respecting the dignity and rights of people

*Current examples in
practice.....*



3) Respecting children's dignity and rights



Health and
Social Care
Standards
My support, my life.



Health and Social Care Standards

- 1.1 Accepted and valued whatever my needs, ability, gender, age, faith, mental health status, race, background or sexual orientation.
- 1.2 Human rights are protected and promoted and I experience no discrimination.
- 1.4 If I require intimate personal care, this is carried out in a dignified way, with my privacy and personal preferences respected.

Quality Framework

- 1.1 Nurturing care and support
- 2.1 Quality of the setting for care, play and learning



4. Taking account of the views of staff and service users

Current examples in practice.....



4) Taking children's views into account (and assistants if applicable)



**Health and
Social Care
Standards**
My support, my life.



Health and Social Care Standards

2.11 Views will always be sought and my choices respected, including when I have reduced capacity to fully make my own decisions.

2.17 Fully involved in developing and reviewing my personal plan, which is always available to me.

3.1 Experience people speaking and listening to me in a way that is courteous and respectful, with my care and support being the main focus of people's attention.

4.7 Actively encouraged to be involved in improving the service I use, in a spirit of genuine partnership.

Quality Framework

2.1 Quality of the setting for care, play and learning

3.1 Quality assurance and improvement are led well



6. Being open with staff and service users about decisions on staffing

*Current examples in
practice.....*



6) Open communication with children about decisions on care arrangements (and assistants if applicable)



Health and
Social Care
Standards
My support, my life.



Health and Social Care Standards

4.15 I experience stability in my care and support from people who know my needs, choices and wishes, even if there are changes in the service or organisation.

Quality Framework

1.1 Nurturing care and support

3.3 Leadership and management of staff and resources



7. Allocating staff efficiently and effectively

*Current examples in
practice.....*



7) Recognising what I can accomplish as a sole practitioner and managing my time (and assistants if applicable)



Health and
Social Care
Standards
My support, my life.



Health and Social Care Standards

3.11 I know who provides my care and support on a day to day basis and what they are expected to do. If possible, I can have a say on who provides my care and support.

3.15 My needs are met by the right number of people.

3.17 I am confident that people respond promptly, including when I ask for help.

Quality Framework

1.5 Effective transitions

4.1 Staff skills, knowledge, and values

4.3 Staff deployment



8. Promoting multi-disciplinary services, as appropriate

Current examples in practice.....



8) Building relationships and working with other agencies to support children and families in my care



**Health and
Social Care
Standards**
My support, my life.



Health and Social Care Standards

1.13 I am assessed by a qualified person, who involves other people and professionals as required.

4.17 If I am supported and cared for by a team or more than one organisation, this is well coordinated so that I experience consistency and continuity.

4.18 I benefit from different organisations working together and sharing information about me promptly where appropriate, and I understand how my privacy and confidentiality are respected.

Quality Framework

1.1 Nurturing care and support

1.5 Effective transitions



Statutory guidance



Improving children's outcomes

Statutory guidance chapter 15.9

Outcome measures of the quality of services being provided, such as those detailed in the Health and Social Care Standards should be considered; identifying trends and exploring whether staffing has had an impact.

The emphasis should be on identifying how standards and outcomes for people using services could be improved.

Documents you may consider

- [Health and Social Care Standards: My Support, my life](#)
- [Safer recruitment through better recruitment](#)
- [ELC national induction resource](#)
- [Common core of skills, knowledge and understanding and values for the "children's workforce" in Scotland](#)
- [National health and wellbeing outcomes framework](#)
- [SSSC codes of practice for social service workers and employers](#)



Thank you for attending today's session

Next session Wednesday 7 February
6.30pm – 7.00pm
Q & A



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